

LOS Goal Determination and Force Transition Model Tool Kit for Enlisted Force Planning and Policy Analysis

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**Navy Workforce
Conference, 1**



Sea Warrior and CNP

Force Shaping Guidance & Issues

- ✓ **Have Right Quantity of Sailors**
- **Need**
 - Proper Skill Mix
 - 97% to 103% Manning
- **What should the experience mix look like?**
- **How to move towards the experience mix goal?**
 - By When?
 - What are the force shaping alternatives / tradeoffs?

Recent Strides and Current Problem

- **Retention Goal *Numbers* vs. Rates**
 - Numbers provide more meaningful targets for coordination of retention efforts
 - Identifies current strength and EPA/BA gap by LOS
 - Facilitates “surgical” application of retention resources
- **LOS Goal Distributions for Scarce Reenlistment Incentives Not Sufficiently Founded on Personnel Flows/Behaviors and Navy Policy**
 - Generally proportional to current strength
 - Uncertain sustainability
 - Not produced by a standardized methodology

Objective Force Goal Solution

- **Definition**

- Crosswalk between Paygrade-based manpower requirements and LOS-based inventory
 - Steady state personnel inventory distribution
 - Feasible force structure
 - Current continuance behavior and advancement system

- **Purpose**

- Goal for force planning and policy development

- **Applicability**

- Community Management and Strength Planning
 - SRB Planning and Retention Goaling
 - CREO Management and Advancement Planning

Objective Force Model (OFM) Goal Development

- **An effective Force Planning & Policy Development Tool**
 - Determines feasible, sustainable paygrade by LOS experience mix that meets EPA/BA
 - Defines more precise LOS Goals for Retention Goaling
 - Provides standard methodology framework
 - Supports what-if drills, e.g., Top 6%, HYT
- **Proven utility**
 - Proof of concept based on proven modeling approach
 - Used by N1 to develop ALNAV stretch reenlistment goals
 - Supports N132C and N13T in other planning & policy drills
 - Planned utilization with CNA's ROI factors

Current OFM Initiatives

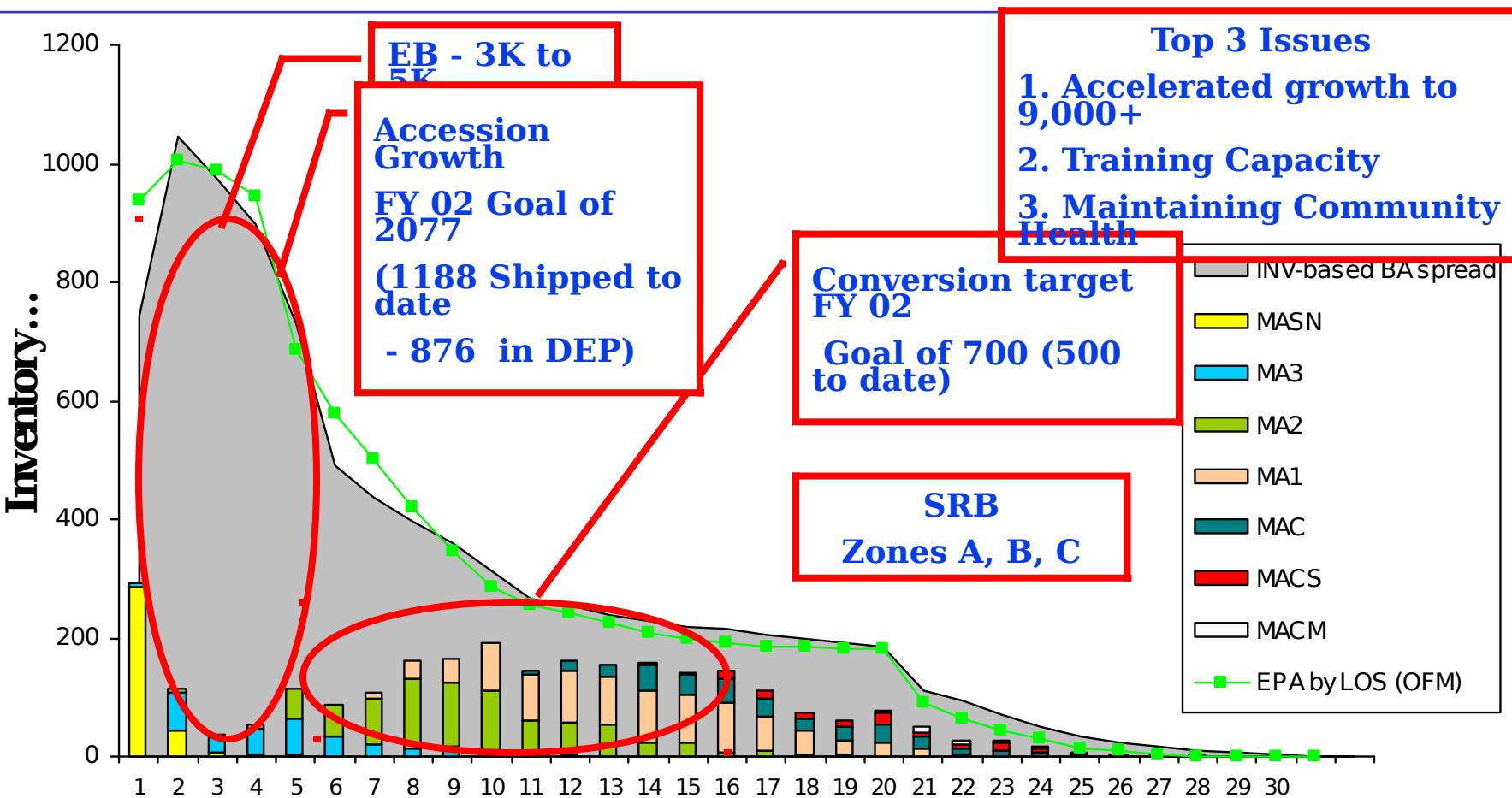
- **Objective Force Tool R&D for skills**
 - Explore expansion of OFM to EMC and NEC levels
 - Review current methods
 - Develop proof of concept for sample skills
 - Obtain and incorporate feedback

Objective Force Model Algorithm

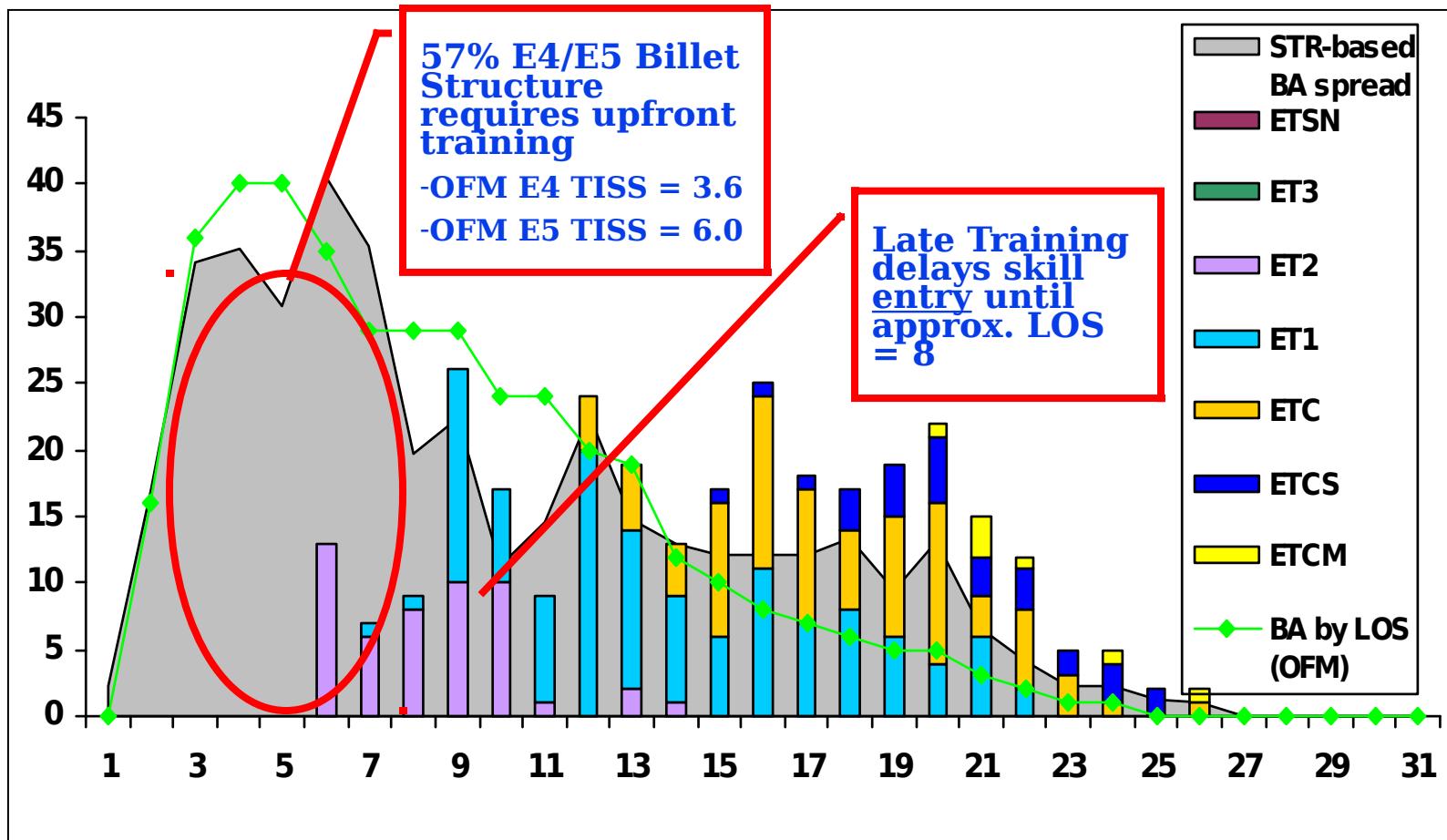
- **Begins with EPA/BA goals and certain characteristics of the enlisted force**
 - inputs that quantify continuation & advancement behavior
 - policy constraints
- **Produces a feasible steady-state force structure**
 - LOS by paygrade force that best meets strength goals by paygrade by performing directed search for:
 - distribution of advancements, and
 - changes in zone continuance rates
- **OFM systematically produces young sustainable goal forces for given policy set**
 - first meet Topsix goal, then Topfive, then Topfour, etc.
 - try Advancement changes, then retention changes as required



MA Inventory Distribution

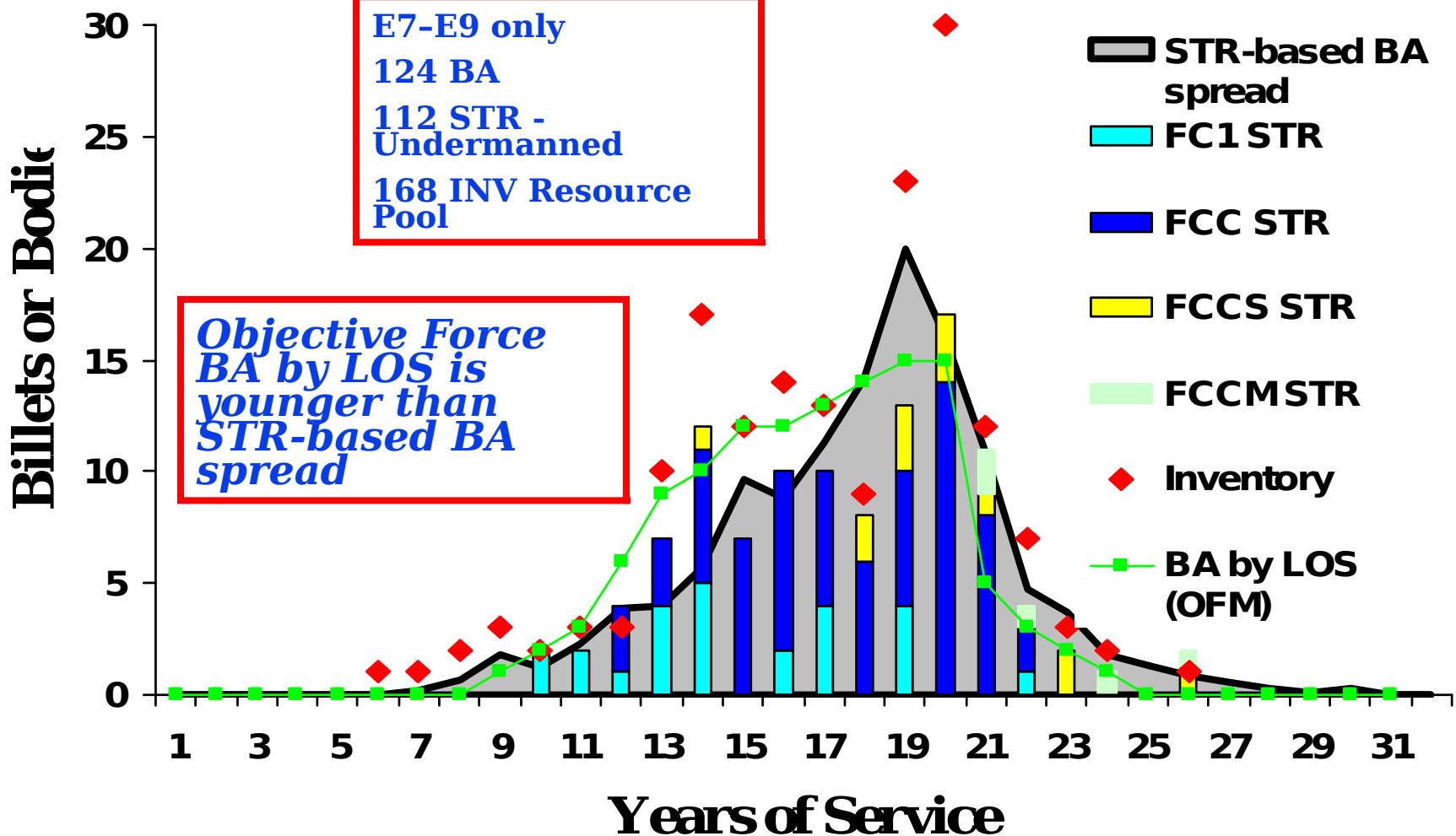


Equipment Maintenance Electronics Technicians (ETR-14EM) Billet / Training





FC-1332 Length of Service Cell Analysis by Paygrade

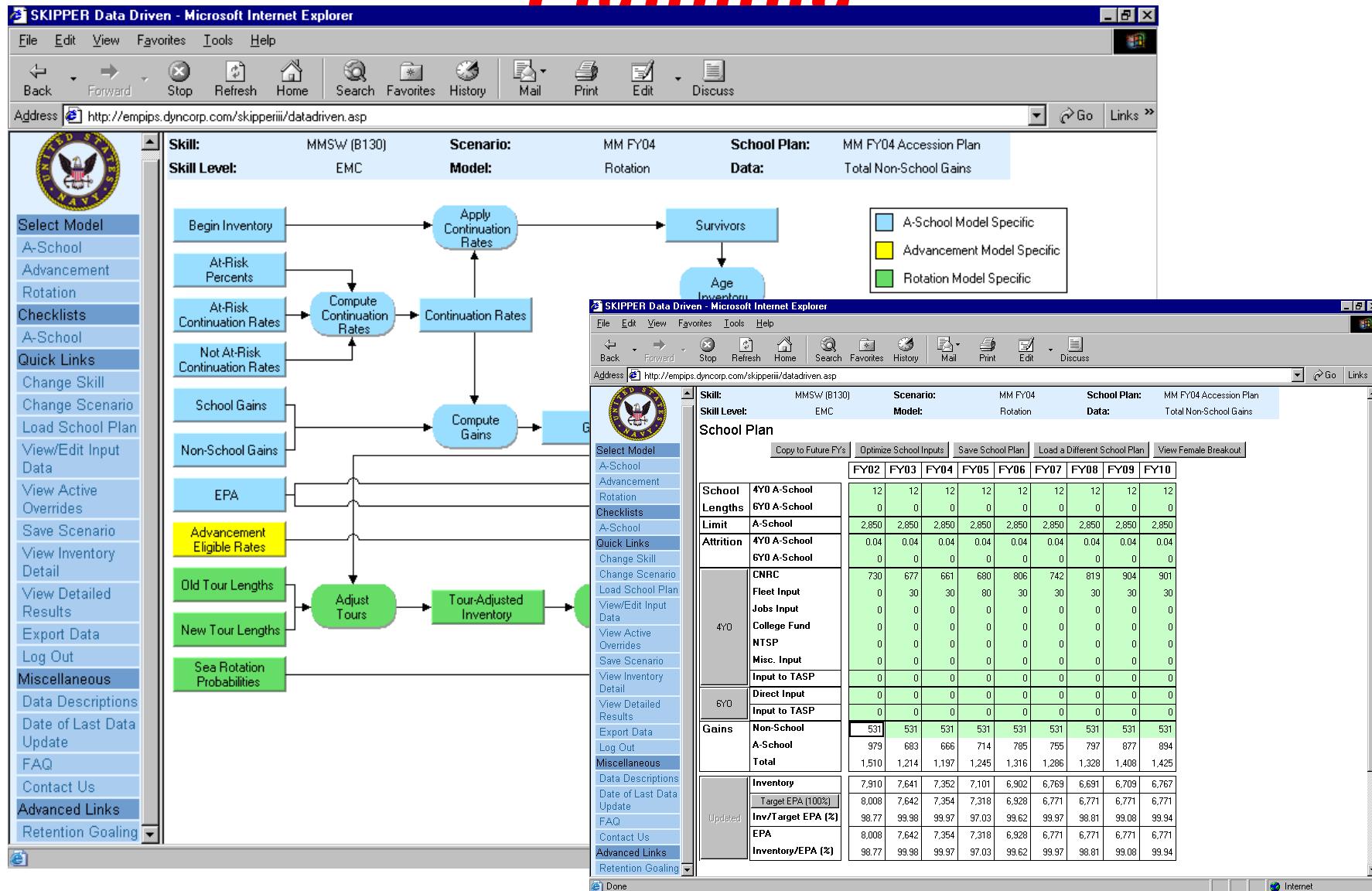


Moving Towards the Experience Mix Goal

Leverage Existing N13 SKIPPER-III Skill-level Force Transition Technology

- Proven Utility in Enlisted Plans & Policy Branch
- Easy to Use Interface
 - New visual and cognitive techniques facilitate usage and understanding
 - “Open Box” Model
- Web-based
- Integrated, Expandable Modeling Framework
 - Multi-year Inventory Projection (Operational)
 - Recruit/A-School Optimization and Conversion Planning (Operational)
 - ALNAV LOS Force Planning Capabilities (Operational)
 - Advancement and Rotation Models (in R&D)
- **Retention Goaling Proof of Concept**
- **Portal Prototype for Work Process, Data and Tool Integration**
- **Straightforward Development Path to Explore Force Shaping Alternatives**

SKIPPER “Open Box” UI & A-School Planning



Retention Goaling Proof of Concept

SKIPPER Data Driven - Microsoft Internet Explorer

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Address <http://empis.dyncorp.com/skipperiii/datadriven.asp> Go Links

Retention Goaling

	Actual Begin CFY LOS 3-4 Inv	Projected End CFY LOS 4-5 Inv
At-Risk	720	363
Re-enlistment Forecast (Current Conditions)		357
New Re-enlistment Incentives		
Re-enlistment Goal for CFY		720
Not-At-Risk	982	874
School Gains		30
Lateral and Gendet Gains		95
Total Inventory	1,702	1,719
EPA (LOS 5-6)		
EPA - Inv (LOS 5-6)		
Total Losses (includes Lateral Losses)		108
Not-At-Risk		108
At-Risk		0

Note: 1133 re-enlistments are needed in CFY (Projected End CFY LOS 4-5 Inv) in order to meet the goal.

Click "View Unconstrained Re-enlistments Needed" button to unconstrain this projection.

[View Unconstrained Re-enlistments Needed](#) [Add/Change School Plan Data](#)

SKIPPER Data Driven - Microsoft Internet Explorer

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Retention Goaling

Skills: MMSW (B130) Scenario: MM FY04 School Plan: MM FY04 Accession Plan

Skill Level: EMC Model: Rotation Data: CFY+2 EPA By LOS

Data shown is actual for fiscal year 2002, and projected for subsequent years.

Select data to view: Begin Inventory (Base) Export to Excel Export as XML Graph EPA/Inventory

LOS PG TD QTR ADV

	B-3	E-4	E-5	E-6	E-7	E-8	E-9	Total
1	351	16	2	0	0	0	0	369
2	555	254	0	0	0	0	0	809
3	169	770	7	0	0	0	0	946
4	37	666	53	0	0	0	0	726
5	16	394	108	1	0	0	0	509
6	10	234	179	1	0	0	0	424
7	2	77	137	12	0	0	0	238
8	0	34	133	12	0	0	0	179
9	3	16	132	21	0	0	0	172
10	0	15	107	35	2	0	0	159
11	0	5	97	52	4	0	0	159
12	0	1	51	53	11	0	0	118
13	0	0	55	116	23	1	0	195
14	0	0	55	155	51	1	0	262
15	0	0	55	155	0	0	0	278
16	0	2	50	141	83	2	0	425
17	0	2	57	255	99	10	2	318
18	0	0	35	181	88	14	0	319
19	0	0	24	169	96	21	1	311
20	0	0	33	209	128	24	4	398
21	0	0	8	80	81	33	8	210
22	0	0	1	29	62	23	14	129
23	0	0	0	4	48	20	10	82
24	0	0	0	0	32	20	14	66
25	0	0	0	0	1	9	11	21
26	0	0	0	0	3	6	11	20

Count 1000

LOS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26

Chart Properties > Right Click on Mouse

Internet

Connected to empis.dyncorp.com:1001

Internet

EMPIPS Portal & Force Health Monitor

SAP Portals Enterprise Portal 5.0 - Microsoft Internet Explorer

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Address: <http://empips2.dyncorp.com/saportal>

Force Health Monitor

Sep FY01 DC EMSW EN GS GSE GSM HT ICSW MM

Strength	Green	Yellow	Yellow	Green	Yellow	Green	Green	Yellow
Reenlistments	Yellow	Green	Green	Green	Yellow	Yellow	Yellow	Yellow
PG Dist	Yellow	Red	Green	Green	Yellow	Yellow	Yellow	Green
Sea-Shore Dist	Yellow	Red	Red	Green	Green	Yellow	Yellow	Yellow
LOS Dist	Red	Red	Red	Red	Yellow	Red	Red	Yellow

Model Data Integrator

Search Criteria Available Data

Skill Code: ALNAV Exact Dir: Health Measure: Reenlistments for Skill MM

Datakind: All Data Origin: All

Tool Launcher

- Policy Formulation
 - Recruiting
 - SKIPPER-III
- Reports
 - Billet Structure
 - WebTarget

SKIPPER Data Driven - Microsoft Internet Explorer

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Address: <http://empips.dyncorp.com/skipperiii/datadriven.asp>

Inventory Projections

Skill: MMSW (B130) Scenario: MM FY04 School Plan: MM FY04 Accession Plan

Skill Level: EMC Model: Rotation Data: Total Non-School Gains

PG	Historic Inv.										Inventory Projections										
	LOS	FY02	9/02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	LOS	FY02	9/02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
1 - 6	3,813	3,813	3,719	3,558	3,497	3,477	3,433	3,470	3,597	3,710	1 - 6	3,813	3,813	3,719	3,558	3,497	3,477	3,433	3,470	3,597	3,710
7 - 10	901	901	1,005	1,131	1,177	1,237	1,293	1,291	1,280	1,244	7 - 10	901	901	1,005	1,131	1,177	1,237	1,293	1,291	1,280	1,244
11 - 14	628	628	556	550	530	555	610	681	715	751	11 - 14	628	628	556	550	530	555	610	681	715	751
Other	2,568	2,568	2,361	2,113	1,897	1,633	1,433	1,249	1,117	1,062	Other	2,568	2,568	2,361	2,113	1,897	1,633	1,433	1,249	1,117	1,062
B3	1,146	1,148	785	740	600	648	648	660	720	749	B3	1,146	1,148	785	740	600	648	648	660	720	749
E4	2,613	2,613	2,787	2,656	2,543	2,434	2,350	2,260	2,219	2,247	E4	2,613	2,613	2,787	2,656	2,543	2,434	2,350	2,260	2,219	2,247
E5	1,500	1,500	1,542	1,485	1,476	1,426	1,409	1,410	1,409	1,409	E5	1,500	1,500	1,542	1,485	1,476	1,426	1,409	1,410	1,409	1,409
E6	1,530	1,530	1,484	1,443	1,463	1,403	1,382	1,382	1,382	1,382	E6	1,530	1,530	1,484	1,443	1,463	1,403	1,382	1,382	1,382	1,382
E7	812	812	770	751	748	730	723	723	723	723	E7	812	812	770	751	748	730	723	723	723	723
E8	187	187	164	162	166	162	160	160	160	160	E8	187	187	164	162	166	162	160	160	160	160
E9	120	120	109	105	105	99	97	96	96	97	E9	120	120	109	105	105	99	97	96	96	97
Total	7,910	7,910	7,841	7,352	7,101	6,902	6,763	6,691	6,709	6,767	Total	7,910	7,910	7,841	7,352	7,101	6,902	6,763	6,691	6,709	6,767
EPA	8,008	8,008	7,642	7,354	7,318	6,928	6,771	6,771	6,771	6,771	EPA	8,008	8,008	7,642	7,354	7,318	6,928	6,771	6,771	6,771	6,771
INV/EPA	98.7	98.7	99.9	99.9	97	99.6	99.9	99.8	99	99.9	INV/EPA	98.7	98.7	99.9	99.9	97	99.6	99.9	99.8	99	99.9
Losses	0	0	1,375	1,379	1,398	1,398	1,306	1,288	1,265	1,242	Losses	0	0	1,375	1,379	1,398	1,398	1,306	1,288	1,265	1,242
Gains	1,510	1,510	1,106	1,091	1,134	1,200	1,172	1,210	1,284	1,293	Gains	1,510	1,510	1,106	1,091	1,134	1,200	1,172	1,210	1,284	1,293

Overrides

Skill	Data	Name	03	04	05	06	07	08	09	10
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Health Measure: Reenlistments for Skill MM - Microsoft Internet Explorer

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Address: <http://empips.dyncorp.com:8080/ForceHealthMonitor/HealthMeasure.jsp?measure=Reenlistments/skill=MM&dateIndex=6>

Health Measure History

MM Health Measure: Reenlistments

Explanation: Ratio health measures divide actual data by target data (here, Reenlistments / ReenlistmentTargets). A score of 1.0 is perfect.

Color key: Red Problem, Yellow Warning, Green Satisfactory

Show actual and target data: Reenlistments / ReenlistmentTargets for Sep FY01

Recommended actions: Reenlistments (blue) vs. ReenlistmentTargets (black)

Reenlistments Ratio Health Measure Data

MM Reenlistments Compared To ReenlistmentTargets

Explanation: This graph compares Reenlistments to ReenlistmentTargets over time.

Health status color key: Red Problem, Yellow Warning, Green Satisfactory

Health measure history: Enlisted Advancements Plan E5-E6 (spreadsheet)

Recommended actions: Annual report on reenlistment policy (report), Terrorist attack on America (email)

Goal Determination and Force Transition Model Tool Kit

- **OFM Determines Navy Experience Mix Goals**
 - Effective Goal Development Tool with Proven Utility
 - ALNAV Grade x LOS Strength Planning, Policy Development, Reenlistment Goal Development and Budget Justification
 - Skill-level OFM R&D
 - Demonstrated Feasibility at the EMC and NEC level
- **SKIPPER-III Provides Means to Transition towards Experience Mix Goals**
 - Leverage Proven N13 Inventory Projection Technology
 - Utilize Reenlistment Elasticities
 - Explore Force Shaping Plans, Policy & Cost/ROI Alternatives
 - Operationalize Retention Goaling
 - Integrate Work Process, Data & Tools through Portal Prototype

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